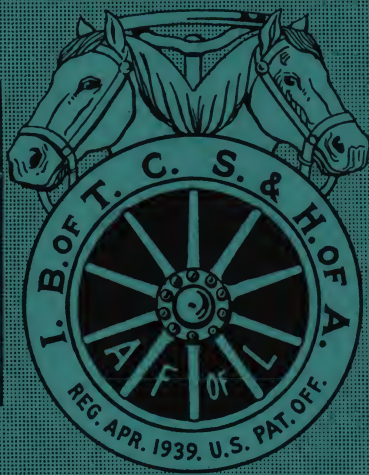


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NOVEMBER, 1940

Official Magazine
**INTERNATIONAL BROTHERHOOD
TEAMSTERS - CHAUFFEURS
STABLEMEN & HELPERS
of AMERICA**



ON DECEMBER 1, 1940, the name of our International Union will be changed. The word "Stablemen" will be taken out and that of Warehousemen inserted, so it will read: International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers. When having any printing done or when you are drawing up a new agreement be sure to see that this change is made in the name. All books and printed matter, as well as our emblem, that you purchase from General Secretary-Treasurer Thomas L. Hughes, will carry the new name after December 1st.

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Now that summer is over all of our local unions should get back to holding their regular meetings and it might be well for the membership to attend and help, at least by their presence. When new members are being initiated and they see a full attendance at the meeting, it helps them make up their minds right then that they must always attend, for they feel they have joined a union that is worthwhile. It is not necessary that you go to a meeting to see how much fault you can find or how much trouble you can create. If that is what you have in mind then it would be better for you to stay at home. Go with the idea that you want to be helpful and make known any constructive thought you may have, as it may be the means of starting others thinking and after a short discussion no doubt the membership will adopt the motion or plan they believe will be in the best interest of the local and its members. We have noticed in our time while serving on wage scale and other committees that members who talk but very little have made some very fine suggestions just at the right time. After all, you who are new members today will be the leaders tomorrow because time makes changes in all walks of life and we know you feel as we do that this good work of organizing must go on forever in order to help and protect all who follow in our line of work and that the best way to learn the Labor Movement is to make the right start in your own local by never being absent from the meetings unless it cannot possibly be helped, for your future success depends upon the foundation you build.

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SEVERAL letters have come to this office stating that individuals are going around selling reflectors for license plates. They present a letter which is supposed to be written by one of our General Officers.

We are notifying you at this time that no letters of recommendation of anything that is to be sold to local unions or their membership, are ever given out by any representative of the International Union. Anyone buying an article from a stranger, paying for it in advance, the article to be shipped to him, is not using good judgment. If you are presented with any letter or recommendation that is supposed to be from the General Office or any of the Officers, if you will contact this office immediately you will get the information you desire, and it will no doubt save you money.—J. M. G.

● OFFICIAL MAGAZINE ●

INTERNATIONAL BROTHERHOOD of TEAMSTERS, CHAUFFEURS STABLEMEN AND HELPERS

Vol. XXXVII

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No. 12

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Daniel J. Tobin, Editor

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Minutes of Meeting of General Executive Board Held in May- flower Hotel, Washington, D. C., September 5, 1940, Prior to Opening of Convention

The meeting was called to order by Presi-
dent Tobin at 8:15 P. M. Roll call showed
that all members were present.

The General President made a brief state-
ment about the convention. Among the many
things he said was that he believed it would
be impossible for the convention to adjourn
by Saturday of the first week, due to the
fact that there was an enormous delegation
and there were many subjects of importance
that would undoubtedly be discussed by
many delegates and this took up a great deal
of time; also that there was entertainment
provided by the local committee having
charge of the reception and entertainment
of the delegates, and that they had made
arrangements for some form of entertain-
ment, including a banquet, for almost every
evening of the week with the exception of
Wednesday evening. He stated that all day
Tuesday would be taken up with an outing
and no business would be transacted in the
convention. The General President further
stated that he had been in conference with
President Roosevelt for the past four or five
weeks endeavoring to have the President of
the United States address our International
Convention. He stated that in view of the
fact that the President did not go out to
address conventions of Labor, nor any other
kind of conventions, and in view of the seri-
ous conditions obtaining throughout the
world, especially in Europe, great care and
caution had to be observed in the movements
of the President; however, he was pleased
to report to the General Executive Board
that it was finally agreed that the President
would address our convention on Wednesday
evening, September 11, 1940. It was further

reported by the General President that he had made arrangements to have the address of the President broadcast and the time allotted would be from 9:30 until 10:00 P. M. Eastern Standard Time; that negotiations were carried on and arrangements had almost been completed with two broadcasting networks. According to the rules governing such broadcasts, if the President delivers an address which cannot be construed as in any way a political address the time would be free; if, on the other hand, the President makes an address considered political, the radio broadcasting companies would, under the rules governing them, have to charge the regular broadcasting rates. The General President informed the General Executive Board that it was not customary to advise or suggest in any way to the President of the United States what subjects he should deal with in his address. He further stated to the board that he had advised the President that if there was any expense attached to the broadcast the International Brotherhood of Teamsters would help in the expense, within the law. The General President asked the General Executive Board for an expression on his report on this all-important subject. A motion was made by Secretary-Treasurer Hughes and seconded by Vice-President McLaughlin that the report and action of President Tobin be approved by the General Executive Board. The motion was unanimously adopted. It was further stated by the General President that he would give the announcement to the press the next day, September 6, 1940, at a conference, as to the address of the President of the United States to the convention. He further stated that only members in good standing of our International Union would be permitted in the hall on that evening when the President was addressing our convention, and some International labor officials.

Vice-President Cashal brought up the question of the contemplated strike or disagreement between the members of Local 807 and their employers in New York City. He stated that all efforts seemed to have failed as far as bringing about a settlement was concerned. The General Executive Board discussed this question from all angles. It seems that the wage contract of Local 807 had expired on August 31; that the local was negotiating with its employers; that two other local unions, namely Locals 202 and 816, were slightly involved but they had agreed to accept the proposition offered and had decided to continue work and go into a

conference on the points in disagreement later. Local 807, however, which was mainly involved, had decided not to go along with the same proposition but had postponed strike action for one week, which would expire on Monday morning, September 9. The General Executive Board decided in view of the serious condition confronting our country, it would be regrettable if the members of Local 807, who are enjoying very fine working conditions and wages, did not do everything within their power to prevent a stoppage of work and further continue negotiations, to the end that a settlement might obtain. Therefore, the General Executive Board instructed Vice-President Cashal to contact the officers of Local 807 and request that they come to Washington and appear before the board immediately for further instructions and explanations. A motion was made and carried embodying this action.

Other matters pertaining to the convention of a routine nature were discussed by the members of the General Executive Board, and at 11:00 P. M. the board adjourned, to meet again at the call of the General President.

Minutes of the Sessions of the General Executive Board Following Adjournment of the Convention

Meeting called to order at 1:30 P. M. All members present.

The General Executive Board heard long statements dealing with many matters pertaining to over-the-road hauling, made by several representatives of midwestern states, in addition to statements by our General Organizer T. T. Neal of Kansas City, Missouri. One request made by the delegation was that a refund of approximately \$3,550.00 be made to local unions in the district for money which they had advanced for bond for members in the State of Iowa, also for other expenses in connection with court cases in that state. The board later discussed the matter at length and voted to grant their request.

General Organizer Neal explained the problems in connection with his office in Kansas City. Each local union was to contribute toward the expense of the office but some locals had not done so and he had paid out over \$500.00 of his own money. The advisability of continuing this office was

discussed. Later on the board took up this matter and it was voted that Organizer Neal be refunded the amount specified by him that he had paid out of his own money for the maintenance of his office in Kansas City, and that local unions take care of all future expense of such office.

H. L. Woxberg of Local 13, Denver, Colorado, outlined their difficulties in the west caused by court cases, injunctions, etc., and suggested the advisability of a test case being put through the courts. Attorney Padway made a statement and gave advice on this suggestion. He was requested to co-operate with their lawyers in preparing the test case for the higher courts.

Representatives from Local 671 and Local 559, Hartford, Connecticut, appeared before the board in connection with a jurisdictional dispute between the two unions over dump truck and material drivers. Statements from both sides were heard and the decision of the board was as follows:

That jurisdiction over dump truck and material drivers be granted to Local 559, and that Local 671 be notified to transfer their members doing that kind of work, into Local 559;

Failure to comply with this order by the board within ninety days shall subject the local union to further strict discipline by the International Union;

If any member refuses to comply with the decision of the local union when this order is put into effect the local union shall refuse to accept dues from said member;

No reduction in wages shall obtain as a result of the transfer of any member.

Brother Gillespie was instructed upon his return to the office to notify the local unions of this decision.

Several hours were spent on the case of the appeal of Anthony Tozzoli, former officer of Local 671, Hartford, Connecticut, who had been found guilty by the local trial board of certain charges. After hearing all the evidence in connection with the case and weighing same carefully, the General Executive Board reached the following decision:

We believe this man was not given a fair and impartial trial and the verdict of the local union was unjustified;

The local union shall be instructed to reinstate Brother Tozzoli into full membership, with all privileges of the local

union provided he complies with the necessary rules of the union, such as depositing his withdrawal card and the payment of dues during the time he has been holding the honorable withdrawal card;

If, in the judgment of the General President or his representative, the local union is not being conducted in the interest of the membership and the same conditions obtain as reported to the board, the General President shall send an International Investigator there and upon his report to the General Office, if the General President deems it necessary and advisable he shall appoint a receiver over the affairs of the local union.

Brother Tozzoli agreed and promised in the presence of the General Executive Board and before a decision had been reached, that he would abide by any decision on his appeal which was rendered by the board, and that under no circumstances would he appeal to any higher tribunal or court, civil or otherwise, in the community, against the decision of the General Executive Board, but that he would endeavor to carry out the decision of the board in every way humanly possible.

Frank Rebhan and E. A. Carter, officers of Local 175, Charleston, West Virginia, also General Organizer Thomas P. O'Brien, appeared before the board and asked the services of Attorney Padway in consultation with their attorney on several important cases dealing with restrictions attempted on our union by state authorities. They also requested financial aid because of the determined attempt on the part of enemies of our union in West Virginia to destroy said union by persecution and court process. Both requests were granted, the International Union promising to contribute \$1,000 if said amount was absolutely needed.

Attorney Padway spent some little time explaining to the General Executive Board the amount of time which he had spent during the past year in looking after the interests and work of the International Union, and stated that the amount of money called for by his contract is not sufficient recompense for the work entailed. He asked that the amount be increased to \$12,000 per year. After a thorough discussion of the matter and statements by President Tobin, it was voted by the board that Mr. Padway be retained for the period between conventions, under a contract similar to the one he now

(Continued on Page 16)



EDITORIAL



(By DANIEL J. TOBIN)

AT THE convention of the International Brotherhood of Teamsters held in Washington, D. C., beginning September 9, 1940, there appeared before our meeting on the evening of Wednesday, September 11, the President of the United States, Franklin Delano Roosevelt. As I look back at the struggles that we have endured, at the condition of our organization in the years past; when I realized that we were regarded by even those who lived around us as being of a character almost too loathsome for contact or association—such opinion of us being based on prejudice and foolish pride—but when I thought of those days in which I participated both as a driver of horses and as an humble worker in a stable, there permeated through my whole system a feeling of gratefulness, thankfulness and appreciation that I had lived to see my people so honored, so distinctly honored, by the presence that evening of this great man who came to address our convention. When I realized also the dangers surrounding the President of the United States at this crucial moment, dangers which I cannot explain in the columns of our Journal, I felt more grateful, as your representative, for the sacrifices made by him in coming to our convention. Then when I considered that every organization and association throughout the country, business, religious and labor, would pay any price for such a presentation in person, I felt again that something had come to us, the Teamsters, that perhaps we did not deserve. Whatever you want to call it, humility or humbleness, I thank the Unseen Power that has so blessed us with such recognition. We, for many years the despised classes, the workers, who served and lived in our early days with the humble, dumb animals with which we worked, to be so honored, leaves me almost bankrupt for words to express my feelings at the blessings that have come to us. All of this, of course, has been done by you who have helped to build up your organization, you, our members, who have so conducted yourselves that you have been able to impress your associate workers, your employers, Governmental authorities and the nation almost as a whole by your conduct, your intelligence and your loyal perseverance and your observance of laws, the laws governing our union and the laws of the land. Never leave that road that you have traveled. Never take the road leading to injustice, corruption, or defiance of legally constituted authority. Remember that if you do, either individually or collectively, leave those roads that have brought about your progress, you will destroy the work that has been accomplished and you will be subject, as you deserve to be, to repudiation and contempt. Fame is but a fickle dame, and the great public men of the nation will turn against you as quickly as they have turned towards you if you should change your course and take the other road of dishonesty. I was proud in looking into the faces of our delegates, your representatives, on that eventful evening, at the composition of our membership, those faces typifying the cleanliness of character, the behavior and intelligence of that ever-to-be-remembered audience composed of our delegates and their visiting friends.

Why then do I at this time put forth every effort towards returning to office this man who so honored us on that eventful evening? Because I feel in my heart that everything he said in behalf of the toilers of the

nation was a sincere expression of his belief, and gave proof to me of the humane instinct that guided his actions in behalf of the working people. I supported this man in 1932 and 1936, not because he belonged to any particular party. I judge the man and his associates and his actions more than I do any particular party. In all his years as Governor of New York, as Assistant Secretary of the Navy, in all his public life, every effort of his has been put forth in behalf of the downtrodden masses, the toilers of the nation, whether they were working in the shops, in the factories, or in the fields.

Shortly before this meeting referred to above, a resolution was introduced in our convention endorsing the candidacy of Franklin D. Roosevelt for the Presidency of the United States. The resolution was reported favorably by the Committee on Resolutions. A motion was made in the convention that we endorse the report of the committee. It was my privilege, as presiding officer, to put the motion. I amplified the motion by two separate requests or statements. "Is there any discussion on the motion to adopt the report of the committee?" Seeing no one arise and believing that someone might be timid, I again repeated, "Does any delegate in this convention desire to express himself on the motion?" I paused, looked around that splendid audience with the faces of those men directed towards me, and fearing that someone might misconstrue our motives or misinterpret my action, I was exceptionally careful to wait and wait and see if anyone desired to speak on the motion. No one did arise and no one did desire to speak on the motion. Then I put the motion and it was unanimously adopted by the convention, and I declared as follows: "The motion adopting the report of the committee, which endorses Franklin D. Roosevelt for the Presidency of the United States in the coming election, has been unanimously adopted by the convention." No one challenged that decision because no one could challenge it. It was a statement or decision based on facts.

I then made a statement to this effect, that no one in this convention or at home, who is holding membership in our union, can be penalized for voting for anyone he desires to vote for in the coming election, with the exception of the Communists, who, of course, are prohibited from membership in our union, as such a party directly or indirectly is opposed to the present form of government in the United States—I repeat, no member of our union can be penalized for voting against Franklin D. Roosevelt, but an officer of this International Union who goes against the unanimous expression of the convention is certainly morally acting in violation of the desire of the membership. I have no hesitancy in saying that as an officer of the International Union, if I were opposed to Franklin D. Roosevelt I would feel personally obligated and instructed by the action of the convention to cancel my objections and carry out the expressed action of the convention. I say I would feel morally compelled to do so. After all, officers of the International Union and officers of local unions are subject to the decisions and expressions of the International convention. I repeat, however, that I am opposed to penalizing such people because of their political decisions. I want to emphasize this statement. To me the action of the convention is the action of the membership, and I desire to say that it is not the endorsement of any party. Our convention is simply carrying out the expressions of the organized labor movement of this and every other country; that is, supporting the friends of labor and opposing the enemies of labor. Had I decided to vote for the candidate of the Republican

Party I would, in my judgment, refuse to vote for him after our convention had taken the above action. You may differ with me; you have that right. But my reasons would be those of a trade unionist. The candidate of the Republican Party was the corporation lawyer for an institution that hired spies and detectives, who also hired gunmen for the purpose of destroying labor organizations within that corporation, and before the National Labor Law went through by the forcefulness of President Roosevelt, a man did not dare say he believed in a labor union who was in the employ of this big utility corporation which was dominated and practically controlled and its policies mapped out by the candidate of the Republican Party. In addition to this, every known enemy of Labor, the men who control capital and business, who are deliberately, willfully and cruelly fighting the right of labor to organize, are all behind the candidate of the Republican Party. Banks and newspapers controlled by the enemies of Labor are all side by side with the Republican candidate. It is true that Mr. Weir was only fighting the C. I. O., but before the C. I. O. started Weir and his gang of "labor busters" and those who hired spies and detectives, crushed and kept out every union that ever attempted to organize the steel workers. Weir and innumerable others who belong to his class are collecting money to help to defray the expenses of the Republican candidate in this coming election. Franklin D. Roosevelt has only the poor, the organized workers, the farmers and the toilers contributing, up to this time, towards the expenses of his candidacy. Our membership, I am happy to report, believing in justice and in remembering their friends, have contributed over fifty thousand dollars to the National Democratic Committee, through their Joint Councils and local unions. The International Union, by the unanimous action of the General Executive Board, contributed five thousand dollars, which was sent to the Treasurer of the National Democratic Committee. Win or lose, the Teamsters will be regarded as loyal to their principles and to their friends. Let me remind you who may not remember, that on March 4, 1933, when the present head of our government went into office our membership was around 110,000. At the end of this year, December 31, 1940, I am satisfied we will have on our books a paid up membership of close to 500,000. On March 4, 1933, we had less than two million dollars in our defense fund. Our report to the convention this year shows that we had over six and one-quarter million dollars in our defense and other funds. In the last seven years we have added to our yearly income in wages, almost three hundred million dollars per year. Those are increases in wages. In the same period we have reduced the working hours of our membership almost 2,500,000 working hours. Just a few days ago in New York, Local 807, which also should include Local 282 and Local 816, reached agreements and understandings obtaining for their membership for the first time in the history of the union one full week's vacation with pay for those who have been in the service of the company one year or more. Their membership is around 12,000, and that number multiplied by forty-four hours per week is 528,000 hours. Divide that by eight and you have 66,000 working days which have been lifted from the backs of the members of these three unions, which will also spread employment amongst the unemployed.

These and innumerable other acts, in addition to the unanimous decision of our convention, are the reasons I am supporting the present head of our government for reelection. I want no job. I just recently resigned from a very important position, that of Administrative Assistant to the

President, a position which paid ten thousand dollars a year. I did that in order to be more helpful. I want no consideration whatever personally. The records in the President's office will show that I never asked for a personal favor for myself or for anyone else. I desire no consideration for myself or any individual member of my family or any of my friends. When you look for jobs as a labor leader, then you are neglecting the rank and file, the multitude. What I want is legislation, social security, old age pensions, a humane Supreme Court, safety of the deposits of the workers in the banks of the nation—not a job for myself or someone else. I did endorse the candidacy of one or two individuals, in writing to the Attorney General, for positions on the Federal Bench, because I believed at that time they were the friends of labor. Whether my endorsement was helpful or not, I am not prepared to say. I refuse to use my office as General President for seeking jobs for individuals, or endeavoring to take men who have violated the law, out of the toils of the law, whether they are relatives or members. No loyal, true representatives of an International Union such as ours, should debase the office he holds by seeking petty or personal favors or positions, but should regard his office with dignity and maintain the trust placed in his hands by the general membership by seeking greater benefits for labor, amendments to the laws and the adoption of new laws to meet the changing conditions of our time and our nation. There is no man can charge me justly with placing myself *before* the *trust* which I have jealously and scrupulously guarded, that which you have given me when you elected me as your General President. There is no honor that I can receive greater than the unanimous approval of my actions by being continuously elected to office for thirty-three years without even the humblest member in the union casting a vote against me. The compensation I receive is, in my judgment, more than I should receive, and I say that now after the convention is over. I refrained from saying it at the convention lest I might be regarded as playing to the galleries, or perhaps holding back some other deserving officer. But there is no political position and there is no employer's position that can pay me more, because in addition to the substantial remuneration I receive in salary, there is the good will and approval, the human understanding and charitableness obtaining between you and me, which is greater after all than dollars and cents and can only be measured by the restfulness and peace within one's soul, which helps him to believe that after all his life, his efforts, his struggles have not been in vain. At my age salary means nothing. In a few years, perhaps before, my time must come to an end.

No power or influence could change my decision to advocate the election of any candidate if that individual, his policies, his pledges and his past convinced me that it was best for the masses of the workers that such an individual be returned to office. I could not look my people in the face were I to advocate the election of a man whom I believed had done things injurious to Labor, especially in approving, as the representative of a large corporation, the expenditures of the money of that corporation towards establishing a spy system, which had in connection with it, thugs and gunmen to keep out or stamp out any attempt on the part of the employes to organize; and to see to it also that those who advocated the organization of Labor were immediately discharged. Nor could I look my people or the workers in the face were I to go back on one who was loyal during his whole life to the cause of humanity and who fought for justice and square-dealing for the toilers from his earliest years as a public of-

ficial. I believe that the greatest sin that man can commit and the one unforgivable crime of one man to another is the crime or sin of ingratitude. That means to forget the service rendered us in the past and to refuse to reward that service, that kindness, that consideration of our friends when we have the opportunity to do so. All of us make mistakes. All of us have our weaknesses. But no one can be excused for the crime of disloyalty to a friend. None of us can look into the future. None of us can tell what those who are returned to office may do. All we can do is to judge them by their past and use our own power of analysis, then decide for ourselves and follow the dictates of our conscience.

I repeat once again to my people; your interests, your welfare, your liberties now and in the future, are the only motives that guide me and direct me in choosing the individuals for whom I shall vote and whom I sponsor and am trying to help in the coming election.

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A GREAT CRISIS is now confronting our nation and a fearful condition is now prevailing in the nations of Europe. The crisis in which Europe is involved—and in which our country may be involved—is, “Shall civilization continue as we have enjoyed civilization and freedom, or shall that civilization and freedom be destroyed and replaced by a form of barbarism and brutality that would set the human race back perhaps two or three centuries?” The questions at issue in Europe are, “Shall the people, by their vote and by their expression, have the right to say who their representatives shall be? Who shall make their laws? Who shall govern their public and private lives? Or shall that right be denied to the free peoples of Europe and placed in the hands of a dictator whose inhuman deeds and brutal lawlessness has never been equalled in the history or civilization?” These are the questions involved. This is what the British Government is fighting for. England is the last stronghold between ourselves in this continent and the struggle in Europe. Prejudice, either religious or national, should not blind Americans in this fateful, dangerous hour. Certainly if there was anyone who should be prejudiced against the British Government it would perhaps be this writer, whose ancestors were persecuted because of religious and national feeling by the ancient British rulers. I must say, however, that on every one of my many visits to England as a representative of Labor, I found more freedom and democracy, more tolerance and understanding, and less bigotry, than even in many parts of the United States. But that is not the situation confronting us as Americans. Everything that we have fought for for generations and especially every struggle that the Labor Movement has engaged in to gain one step further towards establishing by law the rights of the workers—all of those gains, resulting from years of struggle are endangered. Freedom of speech, freedom and the right of an individual to follow the dictates of his conscience and observe or not observe, as he desires, his religious beliefs—all of those things are endangered at this time; and all of those conditions have been wiped out, and completely destroyed, by the victors who have conquered a great many of the countries of Europe, where tolerance, freedom of speech, freedom of expression, and freedom of religion once obtained.

The President of the United States is charged with war-mongering. It is my opinion as an observer, moving around amongst all classes of people and spending a great deal of my time in Washington, that the Presi-

dent of the United States is doing everything else but that, is doing all he can to keep the minds of the people free from nervousness and disturbance, and that he is strongly refraining from the so called war-mongering, with which crime he is charged by the leaders who differ with him politically. It is my further personal belief—which is entirely unofficial—that the real dangers cannot be explained to the public at this time. You remember, a few days ago, in the House of Commons the Prime Minister of England, Mr. Churchill, advised the people of England that it was not in the best interests of the British nation that he disclose the exact conditions obtaining inside the Government, relative to the war. And the House of Commons, representatives of the masses of the people, cheered him tremendously. So also it is not safe for the President of the United States, nor for the Secretary of State, a wonderful, quiet, even-tempered and diplomatic statesman, Cordell Hull, to tell everything they know to the masses of the people, because our enemies, who are strongly entrenched in this country, would take advantage of such disclosures. It is necessary for the Government to give out certain information carefully measuring statements and expressions, and immediately, because of these facts being properly stated, facts that are not giving away the secrets of the Government—I repeat, immediately the President is charged with war-mongering. If he gives out nothing he is charged with deliberately holding back from the masses of the people the real conditions obtaining and for hiding from the citizenship of our country what the citizenship should know. This, of course, is the expression of his political opponents, who control to a great extent the press of the nation.

To place our country at this crucial moment in the hands of an individual who has never had political experience of any kind, would be the most dangerous undertaking and the most cruel and unbusinesslike procedure that can be thought of. Even if I were opposed to the present head of our Government for political reasons, for patriotic reasons I would hesitate to favor any change at this crucial time in the history of our country. As I have repeatedly said, any serious mistake made now by the head of our Government, in diplomatic relations would undoubtedly involve us in the war. Perhaps you noticed that the other day the press of the country carried statements to this effect: that Ambassador Kennedy in London was demanding that the Department of State send another ship over to bring back about 250 or 300 American citizens who are still in England. You also noticed that Mr. Kennedy stated he had received no encouragement on his request. The situation confronting the Government was: first, those people had an opportunity of returning before and did not avail themselves of that opportunity; and second, even though there was some danger in England—and there is great danger—the danger of sending a ship into British waters at this time would be far greater, and might involve us in more serious difficulties. No one knows better than the inside officers of our Government the danger of sending a ship in and around the British Isles at this particular moment. There are mines and submarines everywhere. The chart indicating where the mines were laid has been changed. Some of those mines have loosened from their original holdings. The German Government has strewn mines everywhere, and even the German officials do not know where those mines are. Suppose one of those mines were to destroy our American ship with its United States flag and its three hundred citizens. It would immediately be charged to the German Government. Or suppose a submarine threw a shell into that

ship. There would be no way afterwards of definitely proving whether it was a German or English shell that was responsible for the destruction of American lives. The hue and cry would be raised that the act was committed by Germany, and undoubtedly there would be good reason for believing thus, but it is also possible that it might have happened as a result of other influences over which the British or United States Governments had no control.

As a result of the experience of President Roosevelt during the last war, in which he was Assistant Secretary of the Navy—in reality he was the actual Secretary of the Navy, as Josephus Daniels, who was the official Secretary, left all the work and depended entirely upon his First Assistant Secretary, Franklin D. Roosevelt—I repeat, because of this experience and because during his whole life Franklin D. Roosevelt has been in contact with diplomatic affairs and serious Governmental questions in our own and other countries, he is now in a position to benefit by that experience and has the courage to say yes or no on such requests as that made by Ambassador Kennedy, although he realized those two or three hundred Americans still in England are somewhat in danger. The question before the President and his Secretary of State, Cordell Hull, is “Shall we proceed to comply with the request of Joe Kennedy, thereby endangering the lives of those people on board the American ship and perhaps resulting in agitation which might bring us into this war in Europe if the ship was torpedoed or bombed; or shall we refuse to comply with the request and guard against the danger of destroying those lives and the greater danger of involving our country in the war?” I say that it takes a man of keen understanding and courage to decide such momentous questions, and that Franklin D. Roosevelt has both the understanding and the courage to decide; he will not play to the galleries and he will not allow insignificant sentiment to interfere with his judgment and decisions when the safety of the nation may be involved.

I wonder if our people, the great masses of Americans, fully understand what it is to have an experienced man in the position of President of the United States at this dangerous time; and I wonder if our people, the great masses of the toilers of the nation, are desirous of changing that situation and placing the safety of their families and of the whole country in the hands of an inexperienced man who is seeking the office of President. I have at stake only that which all Americans have at this time; freedom, justice, the preservation of humanity, and I have confidence that all true-blooded Americans with normal intelligence will decide in this coming election that this is no time to place the safety of our country, and perhaps the freedom of the world, as well as the continuation of all the things we love and enjoy, in the hands of an inexperienced individual. Whatever your opinion may be, whether you agree with me or disagree with me is your privilege, but I do ask you on election day, Tuesday, November 5, to go to the polls and carefully weigh the situation and take advantage of that God given right of franchise, the right to vote, which we enjoy and which many of our brothers and sisters in other countries are deprived of, and after weighing the situation in secret session with your conscience and your Creator, cast your ballot in accordance with your own decision, for whomever you believe is best for Labor, for humanity and for America.

A Call to Labor

FOLLOWING is a copy of the radio talk delivered by General President Tobin on September 25th, from Washington over a coast-to-coast network:

I am directing my statements this evening to the working men and women of America; that includes the workers in offices and shops, on farms and in factories. Especially am I appealing to the organized workers to endeavor to realize the dangers that are confronting them and the Nation as a whole at this time. There is a determined effort now being made by every enemy of the workers to retard and defeat the present Administration and every trick known to political acrobats is being used.

The owners of almost every large manufacturing plant, with all of their influence, financial and otherwise, are opposed to the Roosevelt Administration, not because it is Democratic especially, but because it has endeavored to bring liberty, justice and human rights to the toilers of the Nation. The enemies of Labor, backed by many enormous financial individuals and interests, such as Mr. E. T. Weir, Chairman of the financial end of the Republican Campaign, and one of the principal collectors and contributors of that campaign, are leaving nothing undone to supply money for the purpose of spreading what I consider vicious propaganda, with the burning desire to destroy or set back the advancement of Labor's rights by defeating President Roosevelt in this coming election. I am sure the toilers will remember that Mr. Weir is the man who heads the Weirton Steel Corporation of West Virginia. This corporation did successfully defeat any attempt at organization on the part of its workers for a number of years. This corporation, under the direction of Mr. Weir, Chairman of the Republican Finance Committee, is now appealing to the higher courts against the decision of the National Labor Relations Board, which gave the workers certain rights, especially the right to organize.

In this campaign, Organized Labor and its friends are a unit. No matter how we differ on organization policy, we have joined hands together for the purpose of endeavoring to protect the present administration by returning them to office, so that they may save from destruction the progressive and humanitarian laws based on liberty enacted during the past seven years. I feel that it is unnecessary to remind the workers of the innumerable advantages obtained by the toilers in recent years through the enactment of legislation improving social conditions and guaranteeing liberty and justice. We will consolidate, amend, improve and add to that legislation as time goes on, if our real friends are elected in November. The representatives of the American Federation of Labor, as well as those of the many Railroad Brotherhoods inside and outside of the Federation, and without exception, all of the leaders of the C. I. O. organizations, are working hand in hand at this particular time, endeavoring to return to office the present head of our Government, Franklin Delano Roosevelt and his associates, who have been ever watchful of their rights and who have scrupulously guarded their liberties. I advise, therefore, that in all communities, all organizations of Labor work jointly together as I am doing in the National Headquarters in New York, work shoulder to shoulder in unity, because we are confronted by such crafty and far reaching strategists, and tactics on the part of our enemies, that from now until election day we must be alive, awake, on the job and alert every moment.

The Press of the Nation, outside of the Southern States, seems to be almost entirely directed against the candidacy of President Roosevelt and his friends because of their efforts in behalf of the workers. You can easily find the reason for this in your own communities. If the opposition party to the present administration is successful in being elected to office in November, it is the judgment of many of us who have represented Labor for many years, that the progressive labor legislation that has been enacted which guarantees us the right to express ourselves, which helped our families to live a little more in the sunlight of present-day humanitarian conditions, I repeat—it is our opinion that this legislation will be so amended that its purposes and principles will undoubtedly be destroyed.

You toilers of the Nation look around you and find out who, in your communities or in your states, are backing Mr. Willkie and his associates. You will find that it is the corporations who hated your Unions and destroyed your attempts to obtain a square deal. The farmers and those who toil on the farms must realize the serious dangers confronting them. If the industrial workers are set back, the farmer goes back also. Willkie and Wall Street are trying to recover the ball they lost in 1932. It has taken us three-quarters

of a century to obtain by legislation the freedom and justice that we now enjoy. We cannot afford to risk this freedom into the hands of men who hate us, who have destroyed our every expression and who, in addition to their hatreds, are entirely inexperienced in governmental affairs or in the handling of the affairs of a great nation.

The whole world at this particular time is in such a state of turmoil and unrest that only the shrewdest and best trained minds can keep us free from the entanglements involved in the bloodshed and war now prevailing in every country in Europe and Asia. I, for one, do not want to risk this freedom that we enjoy to men who are inexperienced and who by their acts and expressions, even in this campaign, prove themselves unfit to represent our Nation with dignity and with the shrewdness and tact necessary to preserve and protect us from war.

For all these reasons I implore the workers of the Nation, the organized and unorganized, to arise, awake and put forth every effort at this most dangerous and crucial moment to protect not only our economic rights, which we have obtained in recent years, but to help in every way possible to return to office the present head of this our liberal government, to the end that we may not become involved in this awful slaughter now in Europe or lose the gains we have made. One serious diplomatic mistake made by an inexperienced individual might involve us in this life and death struggle across the water. I not only implore the toilers of the Nation to band themselves together in one unified body, thereby setting aside any personal differences because of organization policy, but I ask them to encourage the members of their families to also become active and interested at this crucial moment in this great struggle, which may mean the future salvation of the masses of the people and perhaps the continuation of our form of government.

In addition to this appeal for greater co-operation and unity of action, I ask every one of you, organized and unorganized, to help financially and every other way possible. International and local unions cannot afford to stand idly by and do nothing financially. It takes an enormous amount of money to run a national campaign and the large monied interests are determined that the Democratic National Committee will receive no aid from them. When you are contributing towards the election of the present administration, you are contributing to a fund in defense of your own rights and liberties. It is impossible for me to recite the innumerable advantages, including better wages and shorter hours, obtained by the toilers of the Nation under the present administration. The workers in shops and stores everywhere have been benefited through the enactment of the Wage-Hour Law and other legislation. They should remember this and in their own defense they should help as much as possible in this struggle in which we are now engaged.

The almost one million workers employed in railroads were protected and saved from a substantial reduction in wages about a year ago. In this instance, the railroad corporations demanded that their employees accept a 15% reduction all around. The employees refused, and under the law, an impartial commission was appointed by President Roosevelt. This commission investigated and reported that there was no justification for such a demand and that they were opposed to the granting of the request for a reduction in wages, because it would seriously injure the workers and their families and destroy the good will and harmony prevailing in the employment. The report of this commission is considered almost a decision of the Government and the railroad corporations accepted the decision which saved in wages each year the enormous sum of \$275,000,000 for the employees on railroads. If this request for such a substantial reduction in wages at that particular time was approved by the commission, undoubtedly the railroad workers would be almost compelled to accept same. It is difficult for any organization of labor or any corporation to go against a decision of a governmental commission or tribunal. Thus the approval of a reduction in wages at that time would encourage and no doubt bring about demands by other corporations for reductions in wages of their employees. This might involve and undoubtedly would involve trade unions and organizations of Labor in every branch of industry in every place in our country.

Will these railroad men and their families forget that action now at this particular time? I believe they will not; and I believe they will contribute in this crucial time, a small part of the wages protected, to help their friends who saved them in their darkest hours against the unreasonable reduction of wages demanded by the railroad corporations whose managements are now lined up with the enemies of the present administration.

Toilers everywhere, organizations of Labor especially, send in your contributions now, immediately, in your own defense! Don't wait! After November 5th it will be too late. I have gone through this struggle before. I know what it will lead us to. I do not hold and am not seeking any political position, but being a representative of the workers, I am most anxious for their safety and progress, both the organized and unorganized. I implore you to act now. International unions, local unions, groups working on farms and in factories, department stores and shops who may be unorganized, get together at once and make out and send your checks to the Treasurer of the Democratic National Committee and forward them to the Biltmore Hotel, New York City. Remember—every little helps and will be appreciated.

I never in my whole life made an appeal of this kind for my Union, the International Brotherhood of Teamsters and Chauffeurs, or for any labor organization. I am appealing now only because I know it is absolutely necessary and because I feel I am serving honestly and sincerely the toilers of the Nation, and my country as a whole, in this, the darkest hour that has ever confronted civilization and humanity.

Report of General President Daniel J. Tobin

To the Officers and Delegates Attending the Fourteenth Convention of this International Brotherhood of Teamsters, Chauffeurs, Stablemen and Helpers, Washington, D. C., September 9, 1940.

Greetings:

It has been my custom in all the years of my service to render a report to the Convention containing references to some of the very important matters that have transpired since our last Convention, and also to make recommendations and give my opinion as to what the future holds for our International Union, and what, in my judgment, this Convention should adopt insofar as the changing of its laws is concerned, in order to perpetuate and continue the International Union. I, therefore, submit this report for your information and consideration.

Since our last Convention, which was held five years ago in the City of Portland, Oregon, remarkable changes have taken place within the labor movement, and especially is this true of our own International Union. During the past five years there have been more remarkable and unthought of changes take place within our membership than in the thirty five years previous.

This International Union was chartered by the American Federation of Labor about forty one years ago, under the title of the Team Drivers' International Union. The name of the organization was changed late in 1903 as a result of an amalgamation between the Team Drivers' International Union and the National Teamsters of Chicago. The name of the organization was changed again in 1910 embodying the word "chauffeurs," as a result of the transformation in industry, the motor vehicle coming into existence. It was then called the Teamsters and Chauffeurs International Union. Sometime between the years 1906 and 1909 the word "stablemen" was added to our title. The International Brotherhood at the present time is known throughout the nation and the world under the name of the International Brotherhood of Teamsters, Chauffeurs, Stablemen and Helpers of America. At our last Convention I made a recommendation—which was not adopted by the Convention—that the word "stablemen" be stricken from the title, as it is entirely unnecessary and we have many more important branches of our trade and calling that could be added to the title helpfully and progressively. The garage worker, over whom we have jurisdiction, has taken the place of the stableman, doing all the washing, oiling, greasing, and whatever work there is in the garages with the exception of strictly mechanical work.

Within the last five years, as all of you have had reason to know, a serious split has taken place in the American Labor Movement, which for a time appeared as though it would substantially tend towards weakening the organized labor structure of our country. The split arose over a difference of opinion within the bodies of organized workers affiliated with the American Federation of Labor, as to whether purely indus-

trial organization should obtain, or whether the form of organization based on craft unionism should continue. This division or split is still obtaining, and while it is not quite as intense as some two or three years ago, there are certain parts of our country where the fight is bitter and where the officers of the union called the Congress of Industrial Organization, commonly called the C. I. O., have in many instances set aside all principles of fair dealing and have willfully encroached on the organizations chartered and affiliated with the American Federation of Labor. This condition of bitterness prevails very intensely on the western coast, from San Francisco to Seattle. The representative of the C. I. O. in that district, Mr. Bridges, who is a longshoreman by trade, has stepped away from the waterfront and has continually endeavored, with some success, to organize workers away from the waterfront, and in many instances entirely inland. I emphasize this condition for the purpose of explaining to you why I requested from the American Federation of Labor, in the name of the International Union, jurisdiction over warehouse workers. In several districts organizers under the control and direction of Mr. Bridges successfully organized warehouse workers, although under no stretch of the imagination could those warehouse workers away from the waterfront have any bearing or connection whatever with longshoremen working on ships and boats along the wharves and waterfront of the Pacific coast. We found ourselves on more than one occasion with our trucks standing in front of warehouses, unable to load or unload the trucks. This totally paralyzed the usefulness of our union and our employers, and brought about idleness and discontent amongst our members. As stated above, the situation appeared to be serious, and I believed that it would become more serious as time went on unless we took control of warehouses that stored away the goods we hauled and held them in storage until such time as our trucks again were required to load and distribute those goods. In addition, our members are called upon to help those workers if they are in trouble. I found that the national chain grocery warehouses in many instances were organized and that our drivers working for those chain grocery houses were completely at the mercy of irresponsible representatives of labor under the direction of radicals and representatives of the C. I. O. After many discussions on the part of the American Federation of Labor, on our request, the Executive Council granted our plea for an extension of our jurisdiction, and the convention of the American Federation of Labor approved the action of the Executive Council. As a result, our jurisdiction now, protecting our drivers and employers, extends over warehouses where goods are stored, with the exception of warehouses directly on the waterfront where goods are stored by shipping or railroad companies waiting for transportation. I repeat, warehouses of that kind would be directly on the waterfront and have to do directly with shipping or railroads.

Therefore, I suggest and recommend to this convention that where the word "stablemen" now appears in our charter title, the word "stablemen" be stricken out and the word "warehousemen" be inserted. Our title would then read "International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America."

You can understand from this that we cannot embody all of the different branches of our trade that are covered by our jurisdiction, as our name would be exceptionally cumbersome and inconvenient if it was any longer than stated herein. We are, however, embodying in our Constitution under the heading "Jurisdiction," all the classes of workers that come under our jurisdiction. This has been changed substantially to meet our present-day jurisdictional privileges and rights, if and when the Constitution is adopted and approved by this convention.

During the past five years there has been more favorable legislation adopted by the Congress of the United States than in all the years that have preceded. But the greatest of all legislative acts, in my judgment, has been the National Labor Act, commonly called the Wagner Act. Under this law no employer can discharge a man for belonging to a union. No employer can dictate to a man as to what union he should belong. No employer, or his representative, can form, or in any way encourage, or permit to function within his employment, any such thing as a company union. And an employer under this law is compelled to recognize as the bargaining agency any organization which fifty-one per cent of the employees indicate as their bargaining agency. Those of you who can remember the days when in some instances in order to hold our employment we had to hide our membership in a union, can understand what this

legislation means. Those of you also who experienced or had to do with company unions, where the employers dictated who the officers would be and where they fixed and regulated the wage scale and had same accepted by their hirelings, can understand the benefits resulting from the National Labor Act, which abolishes company unions. This is only one piece of legislation that has been exceptionally beneficial and helpful to the workers of the nation; but especially has it been beneficial and helpful and encouraging to our members, who, because of the nature of our employment, suffered so long under the lash of labor-hating employers. Unfortunately because of the division within the ranks of Labor we have not been able to claim all the benefits or the full measure of our success from this legislation, and I am afraid that with the division continuing, with the bitterness in the two factions of Labor still obtaining, the National Labor Act runs the danger of being destroyed by amendments or repeal. Senators and Congressmen who were helpful in putting through this legislation are now sitting back wondering what they are going to do when the amendments to this Act come up before their legislative bodies. If they vote for the amendments they displease the C. I. O., and if they vote against the amendments they displease the A. F. of L. The friends of Labor in the Congress of the United States are deeply distressed because of this division within Labor, and so are the men of Labor, nearly all of them, deeply distressed because they see the work to which they have given their lives, destroyed, or about to be destroyed, as a result of bitterness and misunderstandings existing within the family of Labor, which misunderstandings should and could have been straightened out within the halls of Labor if that intensity of purpose and desire which animates labor men in dealing with employers, prevailed in dealing with this subject of division amongst themselves. The cruel part of it is that the rank and file of the trade unionists throughout the country are suffering, and suffering very much, as a result of this division in Labor, which seems at this writing to be somewhat hopeless of settlement, although I trust I am mistaken. The millions of workers throughout the nation will undoubtedly suffer if this keeps up much longer and the National Labor Relations Act may be amended somewhat, but you can rest assured the employers with all their machinery are waiting at the doors of Congress with their amendments which would strangle this Act, that they hate more than any law that was ever enacted by the representatives of the people in the governmental halls of the nation.

In addition to the above, I might state that the Supreme Court of the United States has been almost entirely rejuvenated or reconstructed. A majority of the men on the court now are progressive, able, courageous and human, and I want to repeat, they know the law and they have due regard for the rights of the workers. It has been my privilege to be present during discussions of labor cases before the Supreme Court of the United States, and the friendly, human interest expressed by the judges on that all-important tribunal is indeed to me a revelation, when it was also my privilege to know the old system where Labor was regarded as a commodity and where the men of Labor were regarded in the eyes of the court as almost bordering on, or the next thing to, criminals. It is good, therefore, to have lived to see the change and to experience and understand what Labor has been able to do for itself as a result of organization, even in the judicial and legislative fields. And then it is discouraging to feel that because men representing Labor disagree, we are every day endangering the conditions and privileges that we have won. There is no excuse for members of labor unions raiding each other's organizations, taking in disgruntled members of another organization, establishing lower wage scales than those prevailing, and performing other acts which are weakening the entire structure of Labor, while thousands and thousands of workers continue to be unorganized. I dwell on this serious situation because it is serious, and I call it to your attention because before your next convention meets, whoever will be present, will see fading from them the very conditions that we have fought for and won after years of struggle, unless the division now obtaining within Labor is eliminated. It is also possible that our Government may interfere, and while I have always been opposed to unnecessary governmental interference, with the present condition obtaining whereby two groups of organized workers destroy industry and inconvenience government, no government can stand idly by and permit such conditions to continue.

(To be continued)

Minutes of Board Meeting

(Continued from Page 3)

has with the organization, with the exception of the amount of the retainer, which is to be \$12,000 per year, effective December 1, 1940.

In regard to the jurisdictional dispute between Local 469, Perth Arboy, N. J., and Local 676, Camden, N. J., John O'Neal, President of Joint Council 53, the complainant, did not appear on this case and it was referred to Organizers Michael Cashal and Thomas P. O'Brien.

The jurisdictional dispute between Local 463 and Joint Council 53 over milk drivers, was referred to the General Officers in Headquarters to investigate and endeavor to adjust.

The board also took up the case of the appeal of John R. Mott, former President and Business Agent of Local 294, Albany, N. Y., who had been expelled from membership after a trial before the executive board of his local union. The board heard the defendant who had submitted a lengthy brief with affidavits, in answer to the charges, setting forth reasons for the appeal. He also spoke for one hour and twenty minutes before the General Executive Board and explained conditions surrounding his case, answering questions as they were put to him by the General President and other members of the Board. After the local union representatives, namely Arthur Hunt, Recording Secretary, Nicholas Robilotto, Business Agent, and Edmund Ray, former President, had presented the case of the local union and the basis upon which the defendant, Mott, had been found guilty, the board then permitted rebuttal evidence by the defendant and other short statements by the plaintiffs. The General President then called on Organizers Edward Murphy, Thomas P. O'Brien, and Thomas Lyons (who was an Organizer for the International Union and is now President of the New York State Federation of Labor), for explanations and statements pertaining to this individual and this case, as those three organizers had at various times within the past four years been sent into Albany to straighten out the tangled disagreements obtaining in Local 294. The decision of the General Executive Board was as follows:

We find Brother Mott is not guilty of the charges preferred against him, but we also find that Mott is a young, aggressive, impetuous individual and that when he became an officer of the local union he lacked experience and was con-

sumed with the desire to revolutionize immediately what he believed to be wrongs within the union. Mott also having a university education, used tactics that were not convincing and he lacked diplomacy and strategy sufficient to convince the majority of the members as to his beliefs and purposes. We are also of the opinion that this procedure caused most of his trouble. However, testimony was brought out and not denied, that he was extremely honest, sincerely efficient, and was possessed of energy and aggressiveness that was commendable.

The General Executive Board, having no desire to injure anyone and being consumed only with the desire to do justice, rendered the above verdict, which is that Mott is not guilty and the local union is therefore ordered as soon as possible to make provisions to reinstate him in his former position until the end of his term of office; and further, the local union shall adjust and make a reasonable settlement for loss of time and wages; and that Brother Mott shall exercise patience and reasonableness in both the settlement and his continued actions in representing the membership of the local union.

Should either party refuse to carry out the principles embodied in this decision, strict disciplinary action shall be enforced by the General Executive Board on either party refusing to put into effect this decision, which is based on justice and reason. If both parties insist on refusing to put into effect the purpose and intent of the above decision, the General President and the General Executive Board shall give serious consideration to the question of a receivership over the affairs of the local union, the expulsion from membership of those who are responsible for the disturbing conditions existing, those also who are preventing the execution of the above decision, and the removal from office of any officer not giving full support to the above decision, as per the laws, rules and regulations of the International Union.

There being no further business to come before the board it adjourned at 6:00 P. M., Monday, September 16, 1940, to meet again at the call of the General President or General Secretary-Treasurer.

Respectfully submitted,

DANIEL J. TOBIN,
General President.

ABOUT November 12th your general officers will be on their way to the convention of the American Federation of Labor, which is held this year one month later on account of the national election. They will, however, be in touch with the International Office each day so that the work of the organization may be carried on, but should there be a short delay in answering your letters we ask that you be patient.

This time the convention is held in the South, at New Orleans, and as is the usual case many matters pertaining to our International Union will be brought up, such as jurisdictional and other disputes and as the delegates to the convention are the principal officers of national and international unions, and where the dispute is between two organizations, conferences between the officers are held and quite often through such conferences a settlement is reached which otherwise would have taken a lot of correspondence and a great deal more time in order to get a settlement of the trouble. Our delegates have to be on the lookout to see that resolutions introduced in the convention do not contain anything which might interfere with our jurisdiction or our rights as granted us through our charter from the Federation. Whenever our delegates believe that a certain resolution might interfere with our jurisdiction in any way they may appear before the committee and present our side of the case before it is taken up on the floor of the convention. It is certainly a great education for any labor man to attend one of these conventions. Your organization is the largest International Union in affiliation with the American Federation of Labor.

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MANY telegrams, telephone calls and letters were received here the day following President Tobin's radio address over a coast-to-coast hookup. The title of his address was "A Call to Labor" and it went straight into the hearts of the workers, organized and unorganized, for there is not the least doubt but that all workers are behind President Roosevelt for re-election. That is as it should be, because he put the working people of this country on the map so that they might enjoy some of the fruits of life and their dependents would have a chance to get an education and live as Americans should live.

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THE committee who planned the entertainment program for our delegates attending the International Convention sure did a splendid job taking care of all of the delegates. The trip to the grave of the Unknown Soldier at Arlington, to Mt. Vernon to the Home of George Washington, the father of our country, and the boat trip on the historic Potomac River, will be discussed many times by those who enjoyed them. The visiting ladies not being tied up with convention work enjoyed other sightseeing trips and visits to interesting places. The banquet on Thursday night at the Mayflower Hotel was the largest and we can truthfully say the best ever held in that hotel. Bob Lester and his Committee did a perfect job all down the line.—J. M. G.

Official Magazine of the
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